

OL Planning Conference

5-6 October 1983

Suggested Topics for Discussion

<u>Component</u>	<u>Topic</u>
SD	Continuing support to Covert Action Programs - expansion of assets - air, sea, proprietaries - need for additional people
	OL Co-op Program
P&PD	Quality Circle program
PD	Recruitment and management of personnel resources <ul style="list-style-type: none">- Discussion of recent developments in the recruitment process- How can we better cope with FTE?- Allocation of personnel resources
	Requisition Review Committee <ul style="list-style-type: none">- Possibility of a joint Supply Division/Procurement Division committee to improve the requisitioning process- Impact of reject edits in the requisitioning process and its impact on implementation of LIMS
	End-of-the-fiscal-year crunch <ul style="list-style-type: none">- Ways to deal with the end-of-the-fiscal-year spending crunch- What should OL's policy be?
LSD	Impact of new building construction on OL responsiveness <ul style="list-style-type: none">- Loss of West Parking lot for two years- Receipt and delivery of materiel at Headquarters Building

- Procurement of furniture and furnishings for the building
- Storage of materiel (Commo, ODP, furniture, etc.)
- Physical move - inventory of property - update of MR accounts
- Day-to-day O&M of present building
- Snow removal
- Traffic patterns
- Operation of the printing plant
- Posture of the organization that will be responsible for operation and maintenance of the Headquarters facility after construction of the new building

PMS

Senior manager rotations

- Have they worked?
- Should they be continued?

Minority/women considerations

- How does the personnel profile for Logistics compare with the rest of the Agency?
- Are we making progress on developing minorities and women for management positions?

Centralization versus decentralization

- Should we decentralize additional activities?
- Are we so decentralized that we are splintered?

Interfaces with other government agencies

- Is there any control over who talks to whom?
- Should we be a little more formal as to who deals with other agencies?

Going from war-to-peace or peace-to-war

- If we have a change in administration and covert action is sharply reduced, what actions will be necessary?
- If we go into a full-scale war, what actions will be necessary?

Organization

- Should a task force be established to look at OL/OF, with a view toward consolidation in some areas?

NBPO

Implications of Headquarters consolidation for OL objectives and support (see LSD suggestion)

P&TS

Discussion of career management in OL--is OL's guiding philosophy the best approach? The following questions are offered for consideration.

- Is OL's position regarding the initiative an employee should take in his/her own career management interests correct, or is there a need for the Office to take a more active role in this area?
- Should we formally task employees to project their career objectives over the long term when they complete the annual planning questionnaire?
- Are we satisfied with the percentage of occasions when our career management mechanism is able to meet the objectives which we believe serve the interests of our employees, as opposed to those times when the filling of a requirement is the driving force in a career management decision?

P&PS

In developing the OL Five-Year Plan, specific division and staff goals were integrated and restated as overall goals for OL. As we begin a new planning cycle for the Five-Year Plan it would seem appropriate that we review from a division and staff perspective, the progress, problems, and successes and failures of OL in attaining these goals.

LIMS implementation will lead to changes in how OL will process requests and will require an extensive review of all OL Regulations and Instructions, as well as those of SD, PD, etc.

User involvement in testing of LIMS?

Assuming Data Administration function is implemented, how will T.O. be filled?

The following captures the essence of conversations concerning the conference:

STAT

5 August 1983

- (1) Each division chief give a synopsis of the significant accomplishments of the past year and identify any conditions that impede efficiency, creativity, and innovation.
- (2) Ed has noted that college graduates possibly are becoming ever more sophisticated in their ability to reason and conceptualize in broad, system terms. Possibly the approach to problem solving that is inherent with the use of the computer is responsible for this increased creativity and problem-solving ability. Computers do require a more detailed methodology for problem formulation, definition, execution, and resultant solution implementation. Facts are collected and analyzed in an integrated, complete manner. Values, principles, attitudes, and practices applicable to the problem are determined. Alternative solutions are identified, a plan is executed to reach a decision or result. The work is checked, with results systematically reviewed, and finally thought is taken to find what can be learned that is of value and that may be of use in future problems. But then, maybe its not the discipline of the computer, maybe it's just the use of drugs!!!

In any event, if indeed this perception is valid, then some attention should be given to tapping this resource.

9 August 1983

- (3) Ed noted that equipment, materials and other inanimate objects require management; people require leadership. Ed observes that supergrades are in a unique position to demonstrate both management and leadership. Ed thought that the mark of an effective manager was the new, innovative, and creative ways that leadership and managerial skills are combined to improve the morale, efficiency, responsiveness, and general well-being of the organization. Ed thought possibly time should be given for each individual to reflect on their unique opportunity to use their position of power and influence to improve OL. A recurring theme in this vein was the utilization/exploitation/application of the potential creativity/energy/intelligence of the younger generation. How can we more effectively challenge, utilize, and be effective mentors to our employees with the highest potential while ensuring the remaining peer grade group does not feel slighted/discriminated against, not to mention personnel with greater seniority who have not yet suffered the traumatic realization that their careers are determinate, that the turks are passing?

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Suggested Guest Speakers

	<u>Component</u>	<u>Speaker/Topic</u>
STAT	PMS	<div data-bbox="609 493 1010 558"></div> <ul style="list-style-type: none">- Integrated logistics management in the private sector <p>Bobby Inman</p> <ul style="list-style-type: none">- America's high-tech future <div data-bbox="617 779 1408 840"></div> <ul style="list-style-type: none">- Integrated logistics management and <div data-bbox="709 890 1167 947"></div>
	NBPO	SH&G Representative <ul style="list-style-type: none">- Design and organization of new building

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